



Human Rights Campaign - MEI scorecard submission July 31, 2020

On behalf of the City of Scottsdale, we respectfully submit the following information for consideration to add to our score card for the Human Rights Campaign Municipality Equality Index Score. We hope the City of Scottsdale will be awarded **76 of 100 points** for our city's efforts.

Please award points for the following:

Part I. Non-Discrimination Laws in private employment, Housing and Public Accommodations. **0 points**. No changes to this section.

Part II. Municipality as Employer – **23 points total**.

1. **Non-Discrimination in City Employment – 14 points.** Continued city employment protections for both sexual orientation and gender identity. City of Scottsdale enacted protections in 2009.
2. **Transgender-Inclusive Healthcare Benefits – 6 points.** City of Scottsdale included these benefits in 2018. Link: <https://www.scottsdaleaz.gov/hr/benefits/cigna-oap-in-network>

BONUS POINTS – Total 3 points

- A. **Inclusive Workplace – 2 bonus points.** The City of Scottsdale continues to support and promote LGBTQ employee affinity group meetings. Also, the City's police and fire departments have actively engaged in LGBTQ-employment recruiting aided by the City's LGBTQ Liaison, Stanna Michelle Slater (a transgender female attorney), who frequently speaks at civic and professional events. These are on-going workplace endeavors.
- B. **City Employee Domestic Partners Benefits – 1 point.** The City of Scottsdale continues to offer this benefit as part of our provisions.

Part III. Municipal Services – **20 points total**.

1. **Human Relations Commission – 5 points.** This is an on-going appointed group who makes recommendations to the city council. This community-facing body is tasked with preventing and interventions of discrimination through education, recommendations to the City Council on public issues of diversity and inclusion. This Commission has started a **Scottsdale for All** community diversity campaign and specifically included our transgender LGBTQ Liaison. This Commission is currently revisiting another recommendation to the City Council to encourage adopting LGBTQ protections via a nondiscrimination ordinance in 2020/21.

- 2. Appointed LGBTQ Liaison in the City's Executive Office – 5 points.** The City of Scottsdale continues this resource to city programs, services, and the community-at-large. We are proud to have appointed Stanna Michelle Slater to accept this important role for the city. She has been in this role for three full years. She reports to the Office of Diversity and Inclusion/City Manager's office. Last year, she clocked 65 volunteer hours working as the community's contact for information, has served as an accessible and friendly ear to those who need to chat or have ideas, and continued her efforts to achieve state-wide LGBTQ legislation. She works with the city in multiple ways including representing us at numerous events such as Aunt Rita's Foundation Red Brunch, ONE N TEN Fresh Brunch gala, the Interfaith gala, and MLK dinner. She participated in the Scottsdale for All community diversity campaign and serves on the Scottsdale Police Department's community engagement committee. Contact information: <https://www.scottsdaleaz.gov/diversity>

BONUS points – Total 10 points

- A. City provides services to/supports LGBTQ youth - 2 bonus points.** Cities that directly provide services for LGBTQ youth, fund organizations that provide these services, or provide other meaningful types of support (in-kind, use of city facilities, etc.) for organizations that support LGBTQ youth will receive two bonus points.

Each year, the City of Scottsdale financially supports [One N Ten](#) during their annual fundraiser, Fresh Brunch, held each February in the [amount of \\$1500](#). One N Ten provides services to Scottsdale's LGBTQ youth at a local satellite office in the Jewish Community Center.

The City of Scottsdale's Human Services continues to provide services and support to include LGBTQ youth and provides a teen life for suicide prevention. Human Services provides outreach services, educational workshops and open participation on the Mayor's Youth Council. These support services also include teen employment symposiums and a teen employment program. Human Services is also a resource for food box assistance and other resources within the city.

- B. Request 2 bonus points for the services to/supports LGBTQ homeless - 2 bonus points.** Cities that directly provide services for LGBTQ homeless people, fund organizations that provide these services, or provide other meaningful types of support (in-kind, use of city facilities, etc.) for organizations that support LGBTQ homeless people will receive two bonus points.

City leaders and other city representatives support local organizations that provide services to LGBTQ and we fund organizations directly as part of sponsorships.

- C. City provides services to/supports LGBTQ elderly - 2 bonus points.** Cities that directly provide services for LGBTQ elders, fund organizations that provide these services, or provide other meaningful types of support (in-kind, use of city facilities, etc.) for organizations that support LGBTQ elders will receive two bonus points.

The City of Scottsdale's Senior Service Centers provide support and services to LGBTQ elderly by information sharing on specific LGBT topics or services from local LGBTQ organizations. In addition,

the City of Scottsdale continues to proudly displays its UNITY Pledge window decal at all its senior centers. This identifies that the city supports a concerted effort by organizations to advance LGBTQ equality and is a free and voluntary expression of our city's commitment for the equal, inclusive and fair treatment of all people in Scottsdale, specifically, the LGBTQ community.

- D. City provides services to/supports people living with HIV or AIDS - 2 bonus points.** Cities that directly provide services for people who are HIV positive or living with AIDS, fund organizations that provide these services, or provide other meaningful types of support (in-kind, use of city facilities, etc.) for organizations that support people who are HIV positive or living with AIDS will receive two bonus points.

The City of Scottsdale continues to collaborate with partners who specialize in HIV/AIDS, such as the Aunt Rita's Foundation. Aunt Rita's Foundation is an organization that focuses on services and support of people who are living with HIV or AIDS. Scottsdale will be added to the list of locations where individuals will be able to test during National HIV awareness day, per the city's request. In addition, the city provides financial support to [Aunt Rita's during their annual fundraising event, Red Brunch](#). The city will continue our collaborations with Aunt Rita's Foundation to support an ongoing annual fundraising art event which will continue to help raise funds for this important community endeavor.

- E. City provides services to/supports transgender-specific programming - 2 bonus points.** Cities that directly provide or provide funding for transgender-specific programming that isn't already captured by any of the other bonus categories in this section (e.g., employment programs, post-incarceration reentry programs, violence prevention programs, etc.) will receive two bonus points.

The City of Scottsdale provides several endeavors including training and dialogue around transgender-specific topics. In conjunction with the Scottsdale Civic Center Library educational focus during Pride month and the Scottsdale Human Relations Commission who will utilize the expertise and transgender insight from our LGBTQ Liaison, Stanna Slater.

In May 2020, Scottsdale Arts, a city-supported entity, hosted an event called ["Children's Drag Queen Story Hour"](#) which engaged audiences from diverse backgrounds and promoted acceptance, inclusion, and dialogue. The city helped draft [a statement](#) written to the public who voiced concerns about the event. Unfortunately, concerns included stereotyping and led to misinformation about the programming. It was important to include clarification to the public to maintain diverse programming in the arts.

SECTION IV. LAW ENFORCEMENT – Total 22 points

- 1. LGBTQ Police liaison – 10 points.** The City of Scottsdale Police Department appointed a new officer this past year, Lt. Hugh Lockerby. He has served in this role for less than one year and is an active

member of the city's LGBTQ efforts within the SPD. Stanna Slater and Lt. Lockerby continue to assist in future efforts. Here is the website listing "contacts": <https://www.scottsdaleaz.gov/police/contact>

2. **Reported Hate Crimes Statistics to the FBI – 12 points.** The City of Scottsdale Police Department continues to report hate crimes. The Scottsdale Human Relations Commission and the Office of Diversity and Inclusion also review these stats on a quarterly basis and is presented by Assistant Chief Scott Popp and his team in the Violent Crimes Unit along with Chief Allen Rodbell. Any level of discrimination involves a dialogue to prevent actions against our LGBTQ citizens and visitors.

SECTION V. RELATIONSHIP WITH THE LGBTQ COMMUNITY – Total 11 points

1. **MEI Scorecard Part V: Leadership's Public Position on LGBTQ Equality - 5 points.** This section grades, on a sliding scale from zero to five points, how pro-equality the city leadership is in its public statements. City leadership includes the mayor, city manager if applicable, city council, and other government officials. These statements may include joining a pro-equality association such as Mayors for Freedom to Marry, coming out publicly in favor of LGBTQ rights, supporting LGBTQ community organizations, etc. It also includes comments made during city council meetings or at other public events. As of 2014, this section also includes participation in Pride events and partnership with LGBTQ groups to create solutions to city problems.

City of Scottsdale leadership continues to share their position for equality through several avenues including using media newspaper stories and a support with our LGBTQ community via the Scottsdale For All Facebook page. Below are two stories to share:

- [Councilmember Virginia Korte](#) continues to spearhead resolutions to support pro-equality in our city and has stayed involved with our local LGBTQ community organizations.

See story:

- January 2019 - <https://www.yourvalley.net/stories/a-case-for-all-the-municipal-pursuit-of-statewide-lgbt-equality,99192?>
- In 2019, Scottsdale's reputation was targeted by an advertisement campaign called "Scottsdale Discriminates". It was used in tv advertisements and meant to shed light that an organization called Alliance Defending Freedom, a legal advocacy group fighting LGBT rights in court, happens to be headquarters in Scottsdale. Both Mayor Lane and Councilmember Korte responded and shared their position for equality:
 - October 2019 - https://www.scottsdale.org/city_news/satire-targets-anti-gay-group-scottsdale/article_7c8053b8-f764-11e9-aa37-4bb73d4b810f.html

2. **MEI Scorecard Part V BONUS points: Leadership's Pro-Equality Legislative or Policy Efforts - 3 points.** This section grades, on a sliding scale from zero to three points, how actively the city has been pursuing pro-equality legislation and policies. This includes ordinances introduced, whether passed or not, and city policies, as well as pro-equality city council resolutions.

The City of Scottsdale city councilmembers Suzanne Klapp and Virginia Korte share their position in 2020:

- <https://yourvalley.net/scottsdale-independent/stories/scottsdale-mayoral-candidates-talk-lgbtq-equality-the-black-lives-matter-movement-and-police,166214>

3. **MEI Scorecard Part V BONUS points: Openly LGBTQ Elected or Appointed Municipal Leaders - 3 bonus points.** The criteria for points in this category is the person be a leader – have some kind of a senior elected or appointed position in the city – and that the person be openly LGBTQ. A state or federal elected representative from the city does not qualify, as the person must be elected or appointed to a position in the municipality being rated.

The City of Scottsdale has one female member of the City Council who is openly gay and greatly represents the Scottsdale community at local LGBT events and gatherings. In addition, a proud transgender woman was announced to hold a Council appointed position as our city's LGBTQ Liaison.

Both openly LGBTQ elected official and appointed leader participate in and support the Phoenix Pride Parade and Festival each year.



Laetitia Hua, Scottsdale resident, advocate, lawyer and Ms. Maricopa County joined in solidarity and support.



City of Scottsdale members of the LGBTQ employee affinity group at the **Phoenix Pride** parade



City of Scottsdale Councilmember Virginia Korte and appointed LGBTQ liaison to the City Executives, Stanna Slater

